

What is a Psychologically Healthy Workplace?

Any organization, regardless of size, can create and benefit from a psychologically healthy workplace with some or all of the following characteristics:

- High-quality, flexible benefits plans
- Ongoing programs to monitor and evaluate job satisfaction
- Clear, candid communication
- Policies that consider personal and extended family needs
- Cultural diversity and workplace equity
- Training programs that teach job skills and prepare employees for leadership
- Fair and honest treatment of employees
- Easy access to mental health, substance abuse and Employee Assistance Program (EAP) services for employees and families
- Recognition for individual and team performance
- An attitude of concern for quality, service and ethical behavior
- A voice in decision-making for employees
- A priority placed on health and safety
- A fair employee performance evaluation system that gives feedback and enhances performance
- Programs to deal with and prevent the consequences of workplace stress and conflict

Psychologically Healthy Workplace Award

The Psychologically Healthy Workplace Award is sponsored by state, provincial, and territorial psychological associations and supported by the American Psychological Association. They recognize organizations that make a commitment to workplace well-being and creating a psychologically healthy work environment for employees. Awards may be given to small, medium and large for-profit companies, non-profit organizations, and government, military, or educational institutions based on the following criteria:

- Employee Involvement
- Family Support
- Employee Growth and Development
- Health and Safety

For more information about the Psychologically Healthy Workplace Award, visit:
http://www.apapractice.org/apo/psychologically_healthy.html